Formulating a Workforce to Adopt and Support Your Initiatives

Presented by:
Tom Galluzzo, Founder & CEO, IAM Robotics
Labor Trends - Likely to Get Worse, Before They Get Better

• Qualified manual labor is getting harder to find

• Employee retention – over the next 10-15 years baby boomers will be leaving the workforce

• Operational efficiencies are a key focus – How do we do more with less?
Contributing Factors for These Labor Trends

- All-time unemployment lows
- Lack of qualified hourly workforce
- Retiring baby boomers
- Manual labor is less appealing for STEM educated jobseekers

More Demanding Consumers

“Even if you can get orders out the door on time, that’s not good enough. It really does have to be a perfect order that gets done under a narrower time window with scarcer resources of all types throughout the network.”

—Don Derewicki, a senior consultant at St. Onge Company

E-Commerce Needs Automation

- US consumers spend 40B hours in stores
- The equivalent of 20M full time jobs
Why are robots a better solution?

• Manual picking requires a lot of people
  • Radio Frequency Scanning
  • Voice Systems
• Hard automation is too expensive
  • Automated Storage and Retrieval Systems (AS/RS)
  • Carousels

A Robotics Workforce Will Keep You Competitive

• Lower capital costs
• Move more products
• Improve picking accuracy
• Flexibility to allow your business to scale
Are Collaborative Robots the Best Solution?

- Co-bots – robots working in conjunction with humans, these robots are reliant on people
  - Reduce travel time for people
  - Minimize errors
  - Helps people be more productive
- These robotic systems only solve part of the problem and only mitigate, not solve, the labor supply demand
- Therefore there is a need for more sophisticated autonomous piece-picking robots
Autonomous Robots: New Tools
Autonomous Robots: New Tools
Autonomous Robots: New Tools
Using Robots Requires a Cultural Shift

- Cultural requirements are often overlooked
- Impacts are broader than material handling, it also impacts IT, Management, HR, etc..
- Businesses want to be perceived as cutting edge and innovative
- Businesses need to be proactive in educating the current workforce about the benefits robots can deliver
Building a Culture with a Robotics Workforce

- Autonomous robots will supplement and ease manual labor, not replace it.
- Robotics and automation will create 58 million net new jobs created by 2022 through automation technologies including robotics (World Economic Forum, The Future of Jobs).
- 2016 Pew Research Center survey, “The State of American Jobs,” found that 87% of workers believe it will be essential for them to get training and develop new job skills throughout their work life in order to keep up with changes in the workplace.
Cultural Changes Take Time

- Businesses need to understand the cultural impacts (who is affected and how do we manage the change)
- Training and education your workforce
- Hiring the right skillsets to work with robots
- Integrating new people into your culture
Summary: Why Use Autonomous Robots Now?

- Labor Trend Issues, What are you doing to solve it?
- Automation, What are you doing to stay competitive?
- Cultural Shift, What are you doing to educate your employees?
- Work Smarter, Don’t wait until it’s too late!
For more information

Tom Galluzzo: tom@iamrobotics.com
Website: www.iamrobotics.com

Visit ProMat Booth # S4679